

Annual Report

2022
ASSOCIATION
FOR THE
INTEGRATION
OF WOMEN



It's Wednesday afternoon in historic Complesso San Paolo, 12th century monastery in Modena's center. Three women, one from the UK, one from Albania, and one from the United States are working harmoniously in a room filled with natural light. Music is playing in the background. Scents and the sound of laughter waft from the swinging doors of the kitchen. It's lunchtime at Roots.

A long table is set, and 5 women in Chefs jackets parade out of the kitchen, each holding a big and beautiful sharing platter- today its some of Modena's most iconic dishes. Esther, from Nigeria, holds tagliatelle al ragù, Lilian, from Ghana, carries gnocco fritto, Bouchra, from Morocco, holds manzo all'aceto balsamico, and Tahira from Pakistan, carries the zuppa inglese. The trainees have proud smiles after a morning learning along-side volunteer Chef Marta Pulini. Today's lesson: Modena's traditional cuisine: recipes that will be important in their future positions as cooks in local restaurants in just two months time.

While we sit at the long table together, a knock at the door: a Modenese woman comes in "I heard about the project and I thought I'd come in and see for myself, what is this place?" We smile at each other. Visits like these are common. We explain our project: "We are a culinary training program for migrant women and a restaurant that serves a menu inspired by our home countries, which changes every four months." After a few more questions, and a reservation, she leaves, "Complementi, see you soon."

After lunch, another knock at the door, a woman in her professional best who introduces herself as Gladys, from Nigeria "My friend Mercy told me to come by, she says that you help women like us find a job." We welcome her in, tell her more about the program, and set up an interview for the next opening. Gladys leaves excited thinking about the future.

Its now 5:00 pm and as the office team wraps up their day, Mercy and Roxana enter Roots ready to start theirs. The lights are dimmed, the music is turned up, and the tables are set with colorful Moroccan glassware. It's another packed house at Roots- each of our 35 seats filled- some with newcomers, and others with familiar guests returning to try the new menu.

Since its opening in April, day by day and week by week, a team of 12 women representing 10 countries have made it possible to open Roots: a place in the heart of Modena where diversity is represented and celebrated. A place where opportunities are created, and a place where our community comes to flourish.



Caroline Caporossi, Founder & President, AIW



Photo by Michela Balboni,

We are AIW, the **Association for the Integration of Women**, a Modena-based youth, migrant, and women-led non-profit.

Throughout the European Union, migrant women between the ages of 25-35 are considered the most disadvantaged group to integrate socially and economically.

We believe these women are assets, and **our mission is to provide them the resources they need to establish roots and flourish.**

In 2020, our then-26-year-old founder, Caroline, met Ella, a courageous woman and Nigerian refugee who left everything behind with the hopes to become the first woman in her family to work. After three years she was unable to accomplish her dream, and so Caroline leveraged her contacts in the hospitality industry to connect Ella to her first job.

We saw an opportunity, and from there, AIW's adventure began. From engaging with our community, designing our programs, and opening our association in 2020, to piloting our Culinary Training Program in 2021, to launching a social enterprise restaurant, Roots, in 2022, the **AIW team has worked tirelessly to create programs and build community to empower migrant women and celebrate multiculturalism and diversity in Modena.**



Photo by Gloria Soverini

Our Team

In 2022, the Roots team hired 12 team-members, representing 9 countries with an average age of 34

In 2022, 12 trainees accessed our programs, representing 10 countries with an average age of 34

Our 100% woman team is representative of the women we serve.

Our projects bridge social services with running a restaurant, and our team brings diverse cultural and professional backgrounds. In 2022, we invested in team-building, professional development and performance measures, and created an Employee Handbook, laying the foundation for a team where our diversity is our greatest asset.



Photos by Michela Balboni, UpSet Studios, and Gloria Soverini

Culinary Training Program

Our **Culinary Training Program** is an opportunity for migrant women living in Modena who are passionate about food and motivated to find employment as professional cooks but who are struggling finding consistent work on their own.

Trainees come to AIW through multiple channels, from referrals from social services, to previous graduates, to presenting themselves at our door.

In our paid, 4-month, 350-hour program, taught by our full-time Chef Trainer as well as a lineup of volunteer Chefs with diverse expertise, trainees acquire both the theoretical knowledge and hands-on experience to start their careers as cooks. Our program covers technical skillsets for working in Italian kitchens, food safety training, non-technical transversal professional competencies, and 1:1 mentorship throughout their journey.

After the program, our trainees become part of our Graduate Network, and access further trainings, updated job boards, and 1:1 support as they integrate into the workforce.

Our Impact

Our trainees and graduates are unique people, on unique paths.

There is no one size fits all model for futures and dreams, and we see the experience at Roots as a small step in their journey. We ensure that they come away with baseline skills, but more importantly, self-confidence and a support network as they take their next steps.

We are proud of each of our graduates who are working in different contexts, from school cafeterias, to Michelin-star restaurants, to starting their own business. We tell some of their stories on the following pages...

12

Women graduated from our programs in 2022

41

Job opportunities identified and shared with grads in 2022

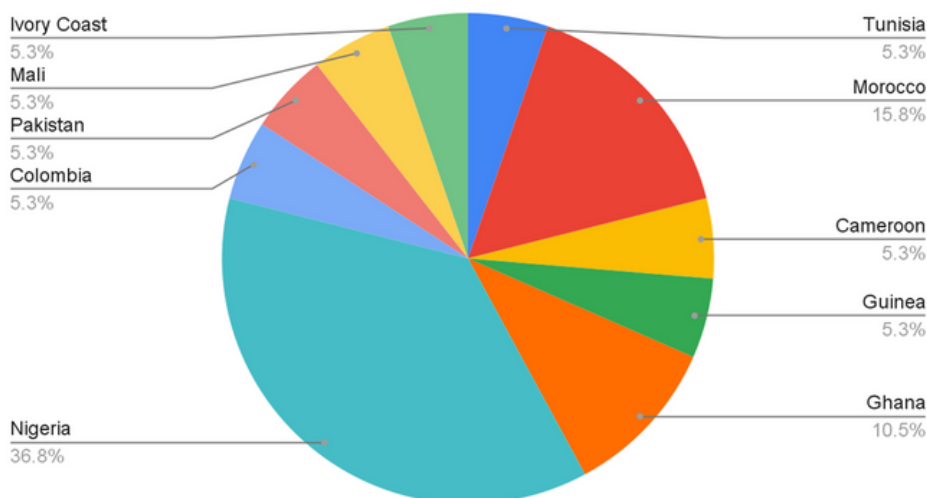
4200

Total paid hours accessed in 2022 by our trainees

75%

Of grads are employed or self-employed within 6-months of graduating the program

2022 CTP Represented Nationalities



Our beneficiaries are migrant-women from all over the world. Cohorts are based entirely on who applies for the program each cycle. National representation is heavily influenced by migration and integration trends in Modena.

An interview with Blessing



Blessing graduated from the Culinary Training Program in December 2022 and was immediately offered an internship in Osteria Francescana's bakery, led by Michele Di Gia, one of our volunteer Chef trainers at AIW.

WHEN YOU THINK ABOUT YOUR EXPERIENCE AT ROOTS, WHAT COMES TO YOUR MIND?

First I would say, I am super excited to have done my program at Roots. Because training at Roots brought me international exposure by attending to people from different backgrounds and trying out what I can do, and also the ability to work proficiently. **Roots is a place where you're allowed to be yourself and become what you want to be. I am excited about my experience at Roots and it is already taking me places.**

WHAT DID YOU DO AFTER YOUR INTERNSHIP AT ROOTS?

After Roots I immediately got into Osteria Francescana, which is a high profile Restaurant. What I did was input every single knowledge I acquired from Roots into my day to day activities. First, I learned punctuality from Roots, ability to work proficiently. Ability to be able to handle chores alone and also the ability to work with different people and to build leadership skills.

ROOTS HELPED ME IN MY JOURNEY TO REACH WHERE I AM TODAY BECAUSE:

Before now, I was just a Nigerian chef who does just Nigerian/African dishes. I never would have imagined being a more professional skilled Chef. Now I can proudly say that I am a CHEF with international skills. **Roots has giving me an unimaginable identity.**



"I can say that my experience here at Roots has been a success and my life has changed, not only for work.

After the program, it's not like a door closed, but instead Roots gives you the keys to follow your future. I've found so many opportunities that wouldn't have been possible before and I finally feel like I'm climbing my way to the top."

& Zouhaira

Zouhaira began the Culinary Training Program in February 2021 and immediately felt welcomed in a place where everyone had open arms. She was in a difficult cycle to find a job in Italy; despite the fact that she brought with her from Tunisia professional experience as a teacher in a kindergarten and then working in fashion, without experience in Italy, she found herself always confronted with closed doors.

"When I arrived at Roots, I felt complete as I was, for the first time- without the need to change anything about myself. With the other two trainees, we helped to build Roots- we were the first women in the program. From painting the benches where the staff now sits each day, down to the wooden slats decorating the walls. Roots is not just a place where I came for a few months to learn how I can cook, but it is a home, a family and a support that lasts even today." (*translated from Italian)

Working every night at Roots, feeling the pressure of the kitchen, making delicious, beautiful and numerous dishes, Zouhaira felt for the first time the sensation of working as part of a strong team. Her work even brought her to the stage of Identità Golose in Milan together with the Culinary Director of AIW to present a dish of couscous at the gastronomic event "The Future is Now."

"Before I had never considered working in a kitchen, but the experience at Roots really made me fall in love with cooking and now I believe that working with food will always be a part of my future."

Zouhaira is now working together with the AIW team on incubating her own food business, a North-African style restaurant in Modena.



Photos by UpSet Studios and Gloria Soverini

From Who am I to opening

One of our favorite days at AIW is the "Who am I" dish presentation. It marks the real start of a new Culinary Training Program, and inspires the new menu.

Each trainee has the challenge of reflecting and preparing a dish or dishes that represent themselves, memories from their home countries, or a dish that to them is home.

This busy day starts early, with trainees coming in prepped and ready with supplies to cook their dishes, and ends with a team lunch with the whole Roots team and our Culinary Director. Our trainees introduce themselves through their dishes and our Culinary Director then takes those dishes and develops them into a menu for Roots, using **flavors and memories from home countries and combining them with local ingredients and a balanced mix of cooking methods** which will become the basis of training moments throughout the program.



Photos by Michela Balboni, UpSet Studios, and Gloria Soverini

a restaurant together

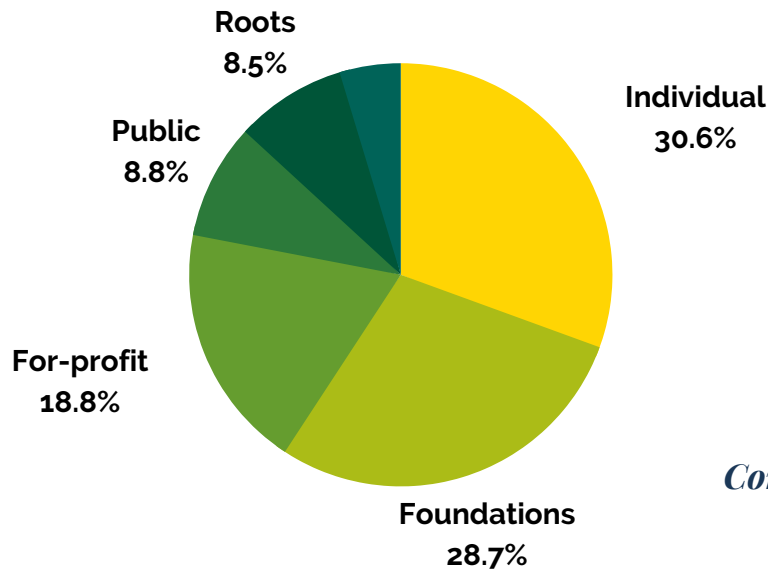
In 2022, Roots launched three menus, representing flavors from Guinea, Cameroon, Ghana, Nigeria, Colombia, Morocco, Tunisia and Pakistan.

A conceptual menu designed to bridge out guests to our mission, and tell positive stories about migration was served to **over five-thousand guests**. Dishes like "My mother's eto" a Ghanaian right of passage dish that is served when a girl becomes a woman, and "Rainbow Biryani," a Pakistani rice dish representing diversity, tell the stories and create moments for our guests to open their minds through their palettes.

In 2022 AIW's model for Roots garnered international attention from not only the social and governmental sectors, but from the gastronomic scene as well. In 2022, the Roots team was invited to present on stage at an Italian culinary conference, Identità Golose, and won the **"Social Responsibility in Food" award by Food & Wine Italia**.

Financial

IN 2022 OUR FUNDING CAME FROM...



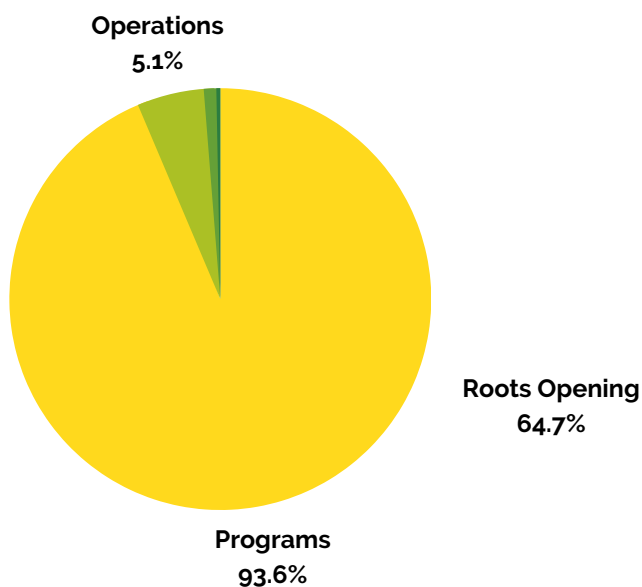
€95.603

*Funds raised in 2022
Compared with €23.618 in 2020
and €110.298 in 2021*

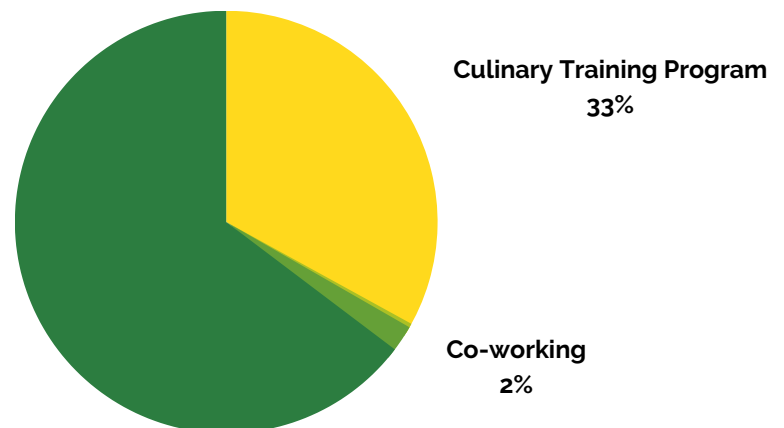
HOW WE INVESTED YOUR DONATIONS

This year, our principal programs were opening Roots and the Culinary Training Program. With no staff members, we were again able to keep Operational costs at a minimum, ensuring donations were going straight to creating impact.

Total donation investment



Program investment breakdown



Our partners

THANK YOU FOR HELPING US FLOURISH

This year, our partners representing the private, public, civil and non-profit sectors made Roots opening, possible. Each partnership is unique and consists of technical donations, pro-bono services, grants, and financial investments.



“Roots is a place where you're allowed to be yourself and become what you want to be. I am excited about my experience at Roots and it is already taking me places.”

-BLESSING, NIGERIA



HEAR FROM
BLESSING



5000 customers

WHO MET THEIR NEW NEIGHBORS
THROUGH FOOD IN 2022

“A place that was missing from our city, which offers not only an alternative and high quality food experience, but which offers a model of community.”

-SOFIA

“It is a solidarity and integration project that is good for the city of Modena. I recommend it to anyone who wants to go on a culinary journey”

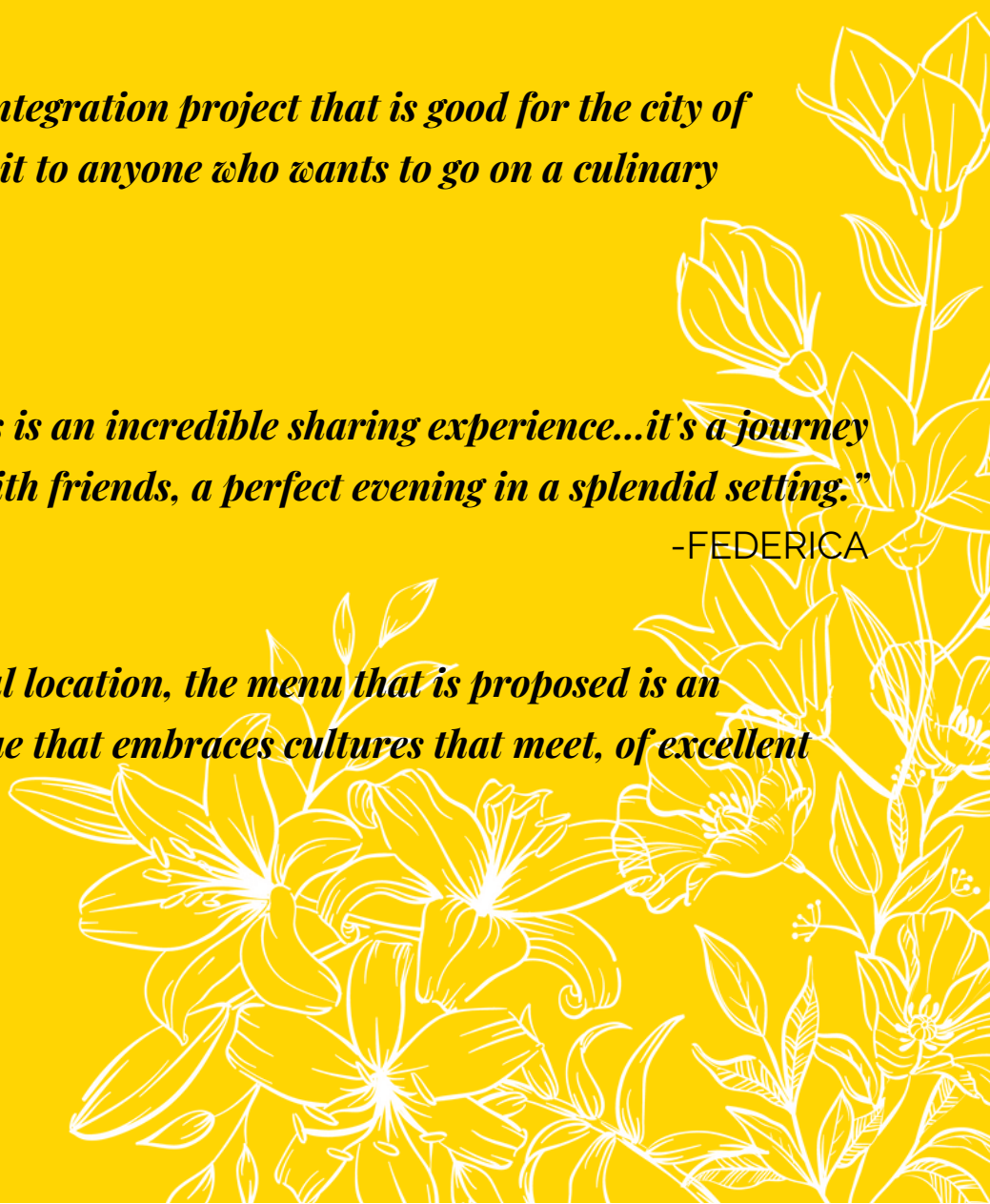
- NAZARIO

“Dining at Roots is an incredible sharing experience...it's a journey with friends, a perfect evening in a splendid setting.”

-FEDERICA

“Beyond the wonderful location, the menu that is proposed is an experience full of value that embraces cultures that meet, of excellent quality”

-ANITA



Looking ahead

2023: GROWING IN DEPTH

In 2023, with your support we will:

ONE: Improve the efficacy of the Culinary Training Program

- a. Hire a part-time program coordinator whose role will be to monitor, evaluate, and create tools and processes
- b. Digitalise the Culinary Training Program for increased accessibility and replicability

TWO: Expand our training programs at Roots, providing opportunity to a larger number of women and diversifying career paths

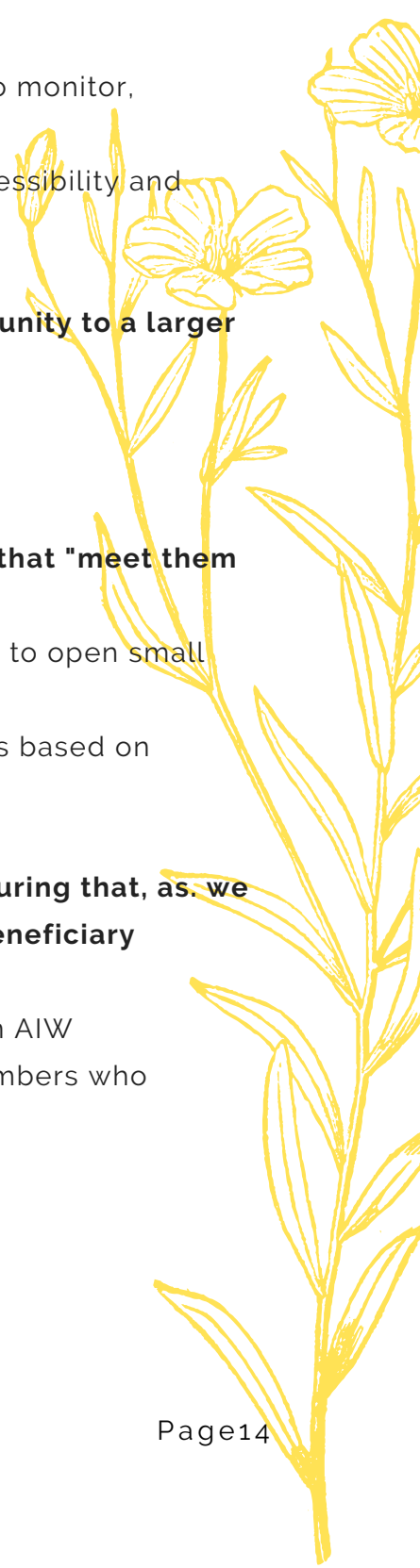
- a. Promote one of our front of house team to a trainer role
- b. Pilot the front of house training program by Q4 2023

THREE: Increase post-graduation possibilities for our trainees that "meet them where they're at"

- a. Pilot the business incubation services, assisting graduates to open small business
- b. Diversify training and other opportunities we offer at Roots based on graduates's interests and needs

FOUR: Build strong structures for community engagement ensuring that, as we grow, programs are ideated and designed together with our beneficiary community

- a. Leverage the governance of the Association and create an AIW Ambassadors structure, inviting graduates to become members who participate actively in driving future programming



Introducing Helen Thompson

Helen Thompson, Program Coordinator, arrived in January 2023 to follow the management and development of AIW's training programs, but her work with AIW dates back to 2020 when she started contributing to building the programs as a volunteer.

She brings with her over ten years of experience in the community development sector from England (Oxford) and around seven years of experience as an English teacher in Modena with an emphasis on teaching adults using 'hybrid' methods.

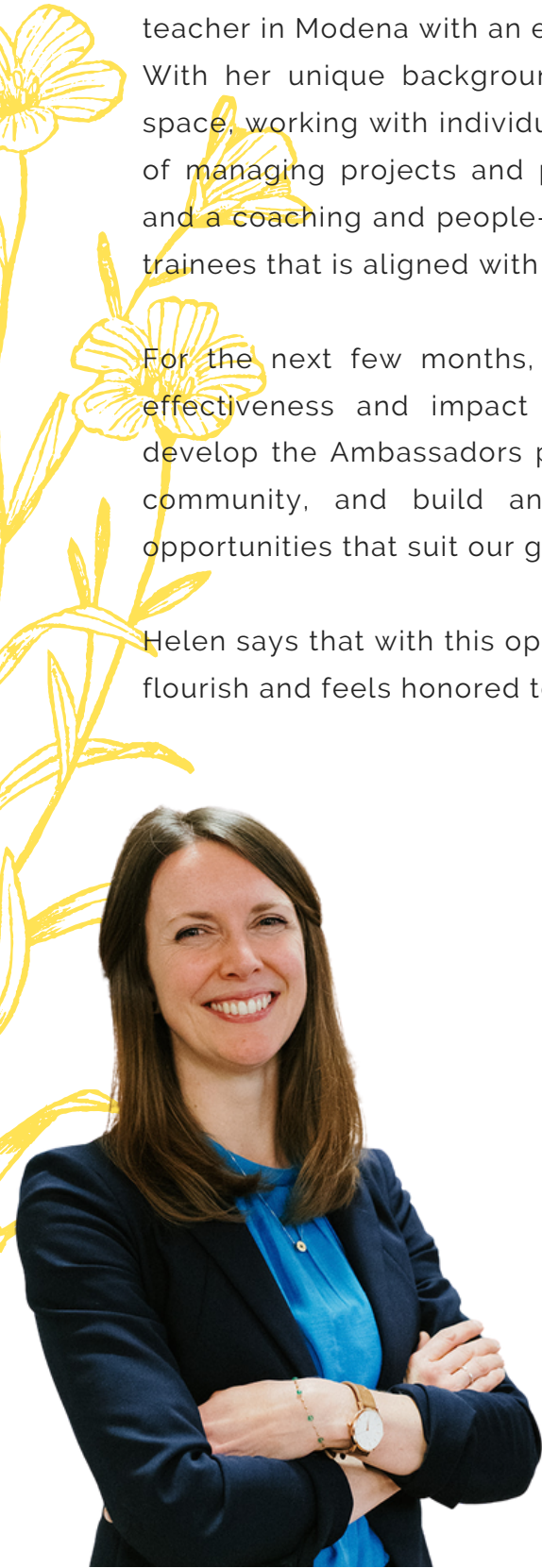
With her unique background, Helen combines her experience in the development space, working with individuals seeking positive change in their lives, with experience of managing projects and partnership development to maximize their effectiveness and a coaching and people-centred approach to learning to deliver an experience for trainees that is aligned with AIW's values and vision.

For the next few months, Helen will be dedicated to continuing to enhance the effectiveness and impact of the Culinary Training and Skills Builder programs, develop the Ambassadors program for our graduates to be our voice in the Modena community, and build and maintain relationships with employers to generate opportunities that suit our graduates.

Helen says that with this opportunity, she is continuing to put down her own roots and flourish and feels honored to be working on such an exciting and rewarding project.

HELEN'S TOP PRIORITIES FOR 2023:

1. Increase the efficiency of the Culinary Training Program through close monitoring and evaluation
2. Digitize the Culinary Training Program for increased replicability and accessibility
3. Build out the post-program support with newsletters, check-ins, and trainings

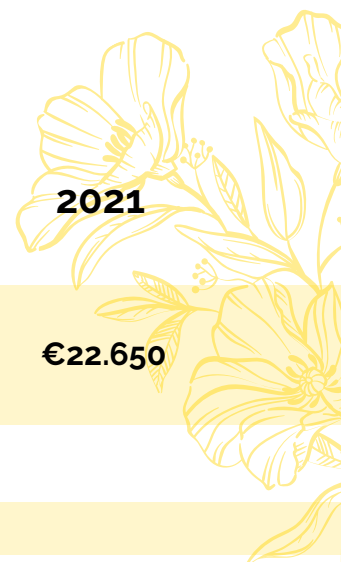


AIW Bilancio 2022

AIW USCITE

	2022	2021
USCITE ATTIVITA DI INTERESSA GENERALE	€76.793	€11.627
Materie prime, sussidiarie, di consumo e di merci	€22.929,87	
Servizi	€10.513	
Godimento di beni di terzi	€7.768	
Personale	€3.535	
Uscite diverse di gestione	€31.993,99	
USCITE DA ATTIVITA DI RACCOLTA FONDI	€1.341	€994
Uscite per raccolta fondi abituali	€1.341	
USCITE DA ATTIVITÀ FINANZIARIE E PATRIMONIALI	€423	€76
Su rapporti bancari	€423	
USCITI DI SUPPORTO GENERALE	€7.189	€9.652
Servizi	€1.287	
Personale	€2.819	
Altre Uscite	€3.082	
USCITE DA INVESTIMENTI IN IMMOBILIZZAZIONI O DA DEFLUSSI DI CAPITALE DI TERZI	€54.440	€37.821
Investimenti in immobilizzazioni inerenti alle attività di interesse generale	€54.440	
TOTALE USCITE DELLA GESTIONE	€140.185	€60.170

AIW Bilancio 2022



AIW ENTRATE

2022

2021

ENTRATE DA ATTIVITA DI INTERESSA GENERALE

€81.503

€22.650

Erogazioni liberali

€44.768,77

5 x 1000

€1.184,40

Contributi da soggetti privati

€27.250

Contributi da enti pubblici

€8.300

ENTRATE DA ATTIVITA DI RACCOLTA FONDI

€6.100

€60.871

Entrate da raccolte fondi occasionali

€6.100

ENTRATE DA ATTIVITÀ FINANZIARIE E PATRIMONIALI

€50

ENTRATE DA DISINVESTIMENTI IN IMMOBILIZZAZIONI O DA FLUSSI DI CAPITALE DI TERZI

€8.000

€26.000

Ricevimento di finanziamento e di prestiti

€8.000

Avanzo / disavanzo da entrate e uscite per investimenti e disinvestimenti patrimoniali. e finanziamenti (+/-)

€(46.440)

€(11.821)

Avanzo / disavanzo d'esercizio prima di investimenti. e disinvestimenti patrimoniali e finanziamenti

€1.858

€62.215

AVANZO / DISAVANZO COMPLESSIVO

€(44.582)

€50.394

Cassa

€6

€54

Despositi bancari e postali

€13.155

€57.690

Cassa e banca

€13.162

€57.744



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